

# FOLIO

UNIVERSITY OF ALBERTA  
3 DECEMBER 1993



## INSIDE

- Gordon Moyles, Killam Annual Professor
- Pharmaceutical research bolstered nationally
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## Cutback of 25 percent will damage University

*Some GFC members question whether Alberta has too many postsecondary institutions*

By Michael Robb

The President, faculty members, nonacademic staff members and students all agreed at last Monday's General Faculties Council meeting: If the provincial government proceeds with a 25 percent cutback to postsecondary education over three years, the system—which includes the University of Alberta—will be severely damaged.

"It's simply too much too fast," President Paul Davenport told sombre GFC members who packed the Council Chamber. "We have not yet in Alberta come to grips with what this size of cut, 25 percent [from the Advanced Education budget], will mean to quality and

accessibility at our University. Cuts of this size are going to hurt badly."

The President said the cuts proposed will seriously impair access. "Tuition is going to rise and we need loans to ensure accessibility for all students."

Advanced Education's budget roundtable workbook suggests that for every dollar increase in tuition fees, Advanced Education incurs a 45-cent increase in student assistance costs.

"These costs have to be accounted for in the overall Advanced Education budget to meet the \$300 million reduction, and, there-

fore, as the system expands and becomes more accessible, and more students seek loans, we can imagine that the individual institutions will have their grants cut even more," President Davenport explained.

"That won't work. That's a recipe for gridlock. My belief is that we need to get the loans out of this cap, look on them as an investment in the future and let the loans respond to student needs."

Vice-President (Academic) John McDonald told GFC that Deans had already received letters setting Faculty targets cuts, averaging five percent for 1994-95 and 12

percent for 1996-97. In the meantime, the government's targets had risen from 15 percent over three years to 25 percent over three years.

"I'm painfully aware of the difficulty that people are having trying to address cuts at the level of 15 percent and respond to my request to keep access open.

"I had hoped that we would be able to use restructuring to make some of the necessary reallocations within the University to address the access issue and changing needs and priorities," he said. Now, with increased cut-

*Continued on page 2*

## Universities will lose five percent

*Part of government's effort to balance the budget*

On 1 April 1994, an amount equal to five percent of the human resource budget in the postsecondary education sector will be cut from the system, says Advanced Education and Career Development Minister Jack Ady.

The move is part of the provincial government's overall plan to reduce provincial government employees' compensation by five percent.

"The stakeholders in postsecondary education have told me that with regard to the issue of five percent reductions in compensation, we should reduce grants and allow the institutions to manage the process," said Ady. "This opinion was confirmed by participants at the budget roundtables."

The provincial government spends about \$1.2 billion annually on advanced education

and career development. About \$940 million of that is spent on salaries and benefits. A five percent reduction in these costs would save \$47 million, the minister explained.

"I am convinced the option of reducing the dollars spent on compensation is preferable to widespread job loss and service reductions," Premier Ralph Klein said last week. "The decision is not based on what people in the public service are worth. It is strictly an issue of what we can now afford."

Association of Academic Staff President Rod Wilson said an AAS:UA priority is to protect, first, the merit increments, second, benefits, and third, salaries. It also makes a lot of sense to me, said Dr Wilson, to protect the more junior staff members' salaries.

Vice-President (Finance and Administration) Glenn Harris pointed out that the University's budget is mostly salaries and benefits. He told GFC early this week that, "The announcement that they will be reducing our grant by an amount equivalent to five percent of our compensation budget has in fact the effect of saying that our grant will be reduced by at least 5.3 percent next year."

Bill Cairns, Director of Budget and Statistics, said the salaries and benefits base in the University's 1993-94 operating budget actually exceeds the provincial grant by a little over \$26 million. On a 1993-94 salaries and benefits base budget of about \$289 million, five percent would represent \$14.4 million.

Next year's salary negotiations between the University and AAS:UA are set to begin. Opening positions will likely be exchanged in January, Dr Wilson said.

NASA has a collective agreement in place until April 1995, with a salary reopener clause for April '94. NASA representatives are open to sitting down with the University adminis-

*Continued on page 3*

## Budget forum goes 15 December

*Students plan 7 December rally in the Quad*

The University will hold a budget forum 15 December, from noon to 2 pm in Bernard Snell Hall. It is open to all members of the University community.

The forum is being held again this year in order that the Vice-Presidents and I can discuss and answer questions regarding the 1994-95 University budget and the longer-range process for making budgetary decisions, says President Paul Davenport.

"Similar budget forums held in 1990, 1991, and 1992 provided administration with important input about the budget, and the Vice-Presidents and I look forward to hearing the University community's views."

Students' Union Vice-President (Academic) Jo-Anne Bishop told General Faculties Council Monday that a "support rally" is scheduled for 7 December. All postsecondary education stakeholders are invited to attend the rally, she said.

According to SU Vice-President (External) Karen Wichuk, students will meet in the Quad at 4 o'clock. Representatives from various students' unions across the province are expected to attend, and students from other campuses have been invited.

The Non-Academic Staff Association supports the rally and encourages its members to participate, says NASA Business Manager Mike Tamtom.

And the Association of Academic Staff is planning an information session for its members 9 December, the day after first-term classes end, AAS:UA President Rod Wilson told GFC members.



Gail Bamber, left, and Doug Wilson, of the University United Way Employee Campaign, present an array of gifts to Christyne Carr (Physical Plant), the campaign's grand prize winner. Carr benefited from the generosity of La Boheme Restaurant (bed and breakfast package), Chrysler Canada (free use of a car for one week), P Lawson Travel (two sweatshirts and two bottles of wine), Canada Safeway (a hot air balloon ride for two), the Department of Drama (season's tickets to Studio Theatre), and June Panteluk, Department of Romance Languages (a love letter in French). The campaign has raised \$240,000, just four percent shy of the goal of \$250,000.



# Pharmaceutical research gets financial lift

**Bill C-91 makes it possible**

By Ron Thomas

The Pharmaceutical Manufacturers' Association of Canada (PMAC) and the Medical Research Council of Canada (MRC) will be funding pharmaceutical research on the order of \$200 million over the next four years.

"This is new money," Garry Ross, a member of the PMAC Directorate, said at Monday's opening session of the Alberta Pharmaceutical Conference. The majority of the funding comes through Bill C-91's stipulation that Canadian pharmaceutical firms annually direct 10 percent of their profits into research within the country. MRC will contribute an amount equivalent to one-quarter of the PMAC sum.

"We are open for business, all you need to do is contact the MRC office in Ottawa," Ross told a group of University of Alberta and University of Calgary researchers and representatives of about 13 Alberta pharmaceutical companies.

All research projects seeking funding will be peer-reviewed and acted upon within 60 days, he said, adding that the PMAC/MRC partnership will be "marked by timeliness and accessibility within its administration." Acknowledging that MRC tends to have boundaries while science knows no boundaries, he said researchers in all areas of the country will have equal access to the PMAC/MRC funding.

**"We are open for business, all you need to do is contact the MRC office in Ottawa."**

Garry Ross, Pharmaceutical Manufacturers' Association of Canada

Joel Weiner, Associate Dean (Research), Faculty of Medicine, and Hans van de Sande, Dr Weiner's counterpart at the University of Calgary, outlined the strengths of their respective Faculties. Len Wiebe, who holds a similar appointment with this University's Faculty of Pharmacy and Pharmaceutical Sciences, cited drug discovery, drug formulation, and drug delivery as a major thrust within the Faculty.

Speaking on behalf of Ciba-Geigy Canada Ltd, Chris Triggie said the firm expected the following to emerge from its interaction with the university community:

- access to knowledge to facilitate in-house programs;
- results with commercial applicability;
- a securing of the rights for development at fair market value.

Dr Triggie brought a unique perspective to the conference in that he's director of Medical Affairs and Research and Development for Ciba-Geigy Canada, and a pharmacology professor at the U of C. He said Ciba is also looking for: excellence; research expertise/techniques complementary to in-house projects; and long-term relationships (most of Ciba's programs with research institutions are of the three-year variety).

Among the U of researchers who presented overviews at the two-day conference were Brian Sykes (Biochemistry), Dick Stein (Physiology) and Chris Bleackley (Biochemistry).

Bill Bridger, Associate Vice-President (Research) at the U of A, said the conference was set up to showcase two areas of known strength at the two universities: neuroscience and proteins and peptides. A second conference, to be held at the University of Calgary in mid-February, will follow the same format, and highlight cardiovascular research and infectious diseases research.

Sponsors of the conference were the University of Alberta, the University of Calgary, Alberta Economic Development and Tourism, and Western Economic Diversification Canada.

## Campus to celebrate human rights day

The campus will celebrate international human rights day next Friday, 10 December.

The program will take place in the Students' Union Building alumni room lounge, on the main floor behind the information booth, from noon to 1 pm. Activities will include music, candlelighting, speeches on the importance of human rights, a presentation by Amnesty International and the reading of a number of articles from various human rights declarations and charters from around the globe.

The Universal Declaration of Human Rights was universally accepted in 1948. It sets out the basic principles upon which the human rights activities of the United Nations system are based.

A number of clubs and organizations on and off campus who are committed to human rights collaborated on the program.

## Board discussing presidential search process today

The Board of Governors hopes to have the full membership of the presidential selection committee in place very soon.

Some representatives, chosen according to provisions in section 102 of the General Faculties Council Policy Manual, have not been submitted to the Board yet.

The continuation of the presidential search process is also being discussed by the Board at its regular meeting today.

## FOLIO

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OFFICE OF PUBLIC AFFAIRS,  
423 ATHABASCA HALL  
UNIVERSITY OF ALBERTA, EDMONTON,  
ALBERTA T6G 2E8  
TEL: (403) 492-2325 FAX - 492-2997  
PROFS - ZZOPA

All enquiries and correspondence should be directed to:  
RON THOMAS: EDITOR  
MICHAEL ROBB: ASSISTANT EDITOR

Public Affairs produces *Folio* on a regular basis for the staff and other interested persons.

### DEADLINES:

Notice of coming events: 9 am three weeks in advance of event. Classified advertisements: 3 pm one week before desired publication date. This date also serves as the deadline for cancellation of advertisements.

Advertisements cost 40 cents per word with no discount for subsequent insertions. There is a limit of 30 words and a minimum charge of \$2.00. Advertisements cannot be accepted over the telephone. All advertisements must be paid for in full at the time of their submission.

Display advertisements: 3 pm Friday, seven days before desired publication date. Camera-ready artwork is required to size, complete with halftones if necessary. Contact Public Affairs for sizes, rates and other particulars.

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## 25 percent cutback Continued from page 1

backs, it may not be possible to do that to the extent we hoped.

"We may find we have to do vertical cuts also to help us budget if the actual, rather than the target, cuts turn out to be as bad as advertised," he explained. "I've set differential targets. The actual cuts for Faculties, as opposed to the targets, will not be made until some time in the new year. Once those actual cuts are set, Deans then submit their reduction plans back to me."

Sociology Professor Derek Sayer said it's clear a 25 percent cutback would jeopardize the balance between research and teaching and the University's ability to maintain quality, unless definite steps are taken now. He had five suggestions:

- develop a clearly stated policy to maintain quality;
- be savage in cuts to any area of this University's activities which are not directly related to teaching;
- maintain a commitment to vertical cuts;
- encourage early retirements, but couple that with a rehiring scheme; and,
- if teaching resources must be lost, control student enrollments to maintain quality.

Acting Dean of Rehabilitation Medicine Jim Vargo and Dean of Science Dick Peter both worried that a proposal in the government's workbook would jeopardize graduate programs. The workbook states that a suggestion heard at one of the government's budget roundtables was that only a single educational path be subsidized and the full costs of subsequent programs would be picked up by students.

Dr Vargo said the government talks out of both sides of its mouth. It talks about preparing students to compete in the global economy, but would no longer fund the very programs in research and technology that

students need to compete in that global economy. The proposal, if enacted, would wipe out some of our senior undergraduate programs and many after-degree programs, said Dr Peter, who participated in the advanced education roundtable held recently in Calgary.

"There was a lot of talk [at the roundtables] about the private sector picking up a lot of the costs of the shortfall as a result of budget cuts," Dean Peter said. "That may be feasible in some areas, but many of the people who were talk-

**"It's naive to think that we can take a fine scalpel and cut that which is nonacademic from that which is academic."**

Fran Trehearne,  
Acting Dean of Students

ing about this didn't have any idea what they were talking about."

Faculty of Extension Dean Dennis Foth, who also attended the roundtable, said it was important to recognize that the minister has said he would be prepared to argue postsecondary institutions' case to the treasurer. "What I heard in his statements is that we have a responsibility in the 27 institutions to help the minister make the case, and provide the information he'll need."

President Davenport said many have come to the conclusion that the province is trying to do too much. "We have too many different kinds of institutions ... developed at a time when we had far superior resources than the rest of the country." If the University is going to be called upon to cut and restructure, the department should do the same, he suggested.

## FREE POSTER

The Registrar's Office is opening its doors early in this the season of giving. Copies of the award-winning poster, "Fertile Ground", are there for the taking. Simply go to the Student Access Centre on the main floor of the Administration Building and ask for the poster. Staff will be happy to oblige.

Vice-President McDonald said if the government is serious about the cuts, "we don't believe the province can continue to support the number of institutions it has in advanced education, especially if it wants to maintain access. The minister needs to be prepared to make some difficult decisions also."

Former Non-Academic Staff Association President Anita Moore suggested the University establish a multi-constituency working group to deal with the urgent situation. "We're all in this together, she said, and, therefore, we have to pull together."

President Davenport also pointed out that there is a parallel process going on in the Office of the Vice-President (Academic). "We are working on a document like the February document of 1991, and there will be proposed departmental closures and selective cuts."

Business Professor Ivan Ivankovich said a 25 percent grant reduction renders the government's own goal of maintaining high quality and accessible adult education unattainable. He pointed out that over three years, inflation will also eat away at the University's real resources.

As the University community responds to the budgetary cuts, it should adopt a rule, said Acting Dean of Students Fran Trehearne. That rule would stipulate that if people are going to single out individual units as ones that could be cut, they ought to be able to present a cost-benefit analysis to justify their views.

On the matter of prioritizing cuts, he said, "It's naive to think that we can take a fine scalpel and cut that which is nonacademic from that which is academic." He pointed out that when you invite 35,000 people on campus every day problems will arise that in and of themselves are not strictly academic, but which the University cannot ignore.



University  
of  
Alberta



# Government facing 'fiscally imprudent rout?'

Hanson lecturer recommends elimination of payroll taxes

By Michael Robb



Arthur Kroeger, an alumnus of this University and now visiting professor at Queen's University and the University of Toronto.

In the face of looming threats to social cohesion, governments in Canada must develop comprehensive and imaginative approaches to deal with unemployment, warns one of this country's longest serving federal bureaucrats.

"Governments to date have *de facto* been fairly passive on the subject of employment, tending in most cases to treat it as a by-product of overall economic policies. It's questionable whether the public will stand for this much longer," says Arthur Kroeger, who delivered

the Department of Economics' Eric J Hanson Memorial Lecture last week.

"Governments have to retreat from their traditional positions in orderly fashion before public opinion forces them into a fiscally imprudent rout," said Kroeger, who held several deputy ministerial positions in the federal government, including Employment and Immigration, over the last few decades.

Governments are under enormous fiscal pressures, he conceded, but he argued that that

doesn't preclude the development of more effective measures to deal with unemployment problems. For example, governments can change their tax policies, open meaningful discussions with the private sector, improve training and education programs and restructure their income-support programs.

"Not only do governments not provide much in the way of incentives for employment, they tax it," he said. "In recent years, payroll taxes have become an increasingly popular source of revenues. But why, in this case, would anyone want to tax jobs, or to increase

**"If the federal and provincial governments wanted to be really ambitious, they could try to devise a joint program to eliminate payroll taxes and replace them with revenue-neutral alternatives over a five-year period."**

taxes during a period when unemployment is rising? Yet this is precisely what governments across the country have been doing. Since January 1989, payroll taxes and supplementary labour benefits have increased by 43 per cent."

Kroeger suggested that governments open a thorough dialogue with the private sector. "There is a mutuality of interest here that should not be overlooked. For the same reason that Henry Ford used to raise his workers' pay so they could buy his cars, businesses today can hardly fail to recognize that

continuing job losses and reductions in real wages must necessarily have a depressing effect on demand for the products they want to sell.

"If the federal and provincial governments wanted to be really ambitious, they could try to devise a joint program to eliminate payroll taxes and replace them with revenue-neutral alternatives over a five-year period."

Kroeger made it clear he wasn't suggesting "Luddite interventions to induce or require businesses to make uneconomic choices", but it's not unreasonable to think that scope does exist to find economic alternatives to job cuts, certainly not in every case, but in enough to make the quest worthwhile.

Training is not a panacea, but the country has to establish more linkages between schools and the workplace, he said. In contrast to Germany where 70 per cent of students enroll in their mid-teens in a dual system whereby they spend part of their week in industrial settings, Canada's curricula remains predominantly academic.

"The implicit premise of our education system has been that those who did not go on to postsecondary institutions would go to work on assembly lines or in the natural resource sector," he said. "Today, however, these jobs are rapidly disappearing, and unskilled youth are experiencing increasing difficulty in labour markets."

Among those who attended the lecture were Advanced Education and Career Development Deputy Minister Lynne Duncan and Deputy Provincial Treasurer Al O'Brien.

## Gordon Moyles at home in academia and in community

By Ron Thomas

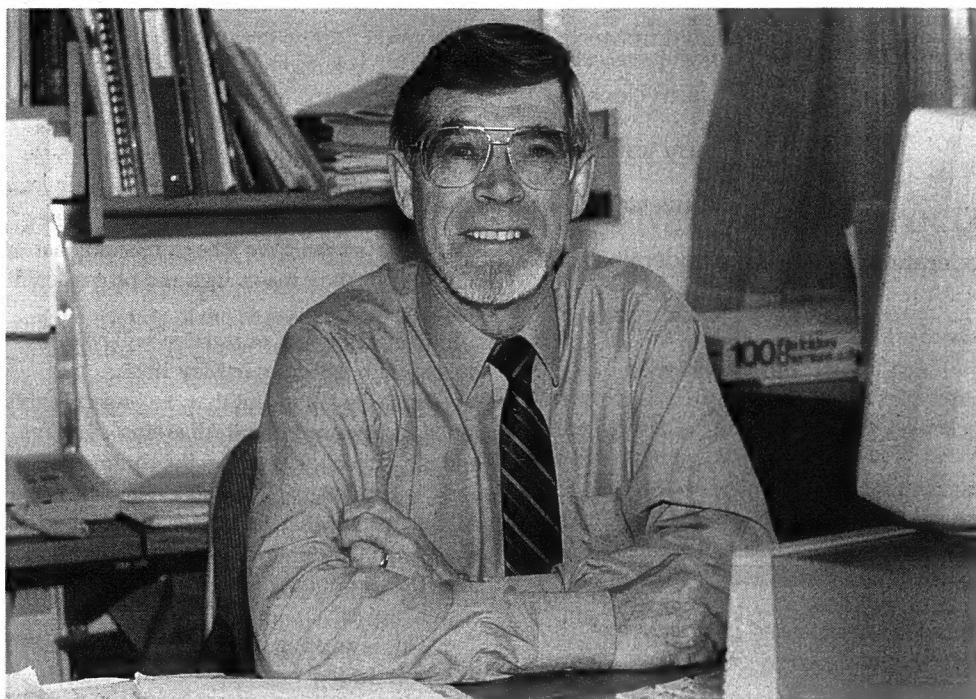
Killam Annual Professor Gordon Moyles is a firm believer that "the University is best represented to the community by a humane participation in it."

Acting on that belief, he has, "as a particular pleasure," made himself available to elementary school teachers to read children's poetry to their students. Dr Moyles has done this for many years, saying that "one's academic pursuits should and can (even in the seemingly arcane field of English literature) benefit the whole community."

"In my research activities," he noted in his application for the Killam Annual Professorship, "I have tried to ensure that not only does it enhance my teaching and make a contribution to my field of scholarship, but also bridge the gap between the academy and public by engaging in the kind that benefits society."

"Therefore, while some of my research (as manifested in some fourteen books) stems from my main specialty—bibliography and textual criticism—much of it has been devoted to an exploration of Canadian cultural issues. My publications are, as a result, quite wide-ranging and eclectic, a fact I am proud of because I consider myself a humanist first and a literary historian second."

Just how eclectic are his publications? He's written a history of the text of *Paradise Lost*, a book on his home province, Newfoundland (*Complaints is many and various, but the odd Devil likes it*), and *British law and Arctic Men*, an examination of the cultural clash between white men's law and Inuit culture in the first murder trial of Inuit defendants in 1917. (The book was subsequently adopted for a course in Criminal Studies at Simon Fraser University.)



Gordon Moyles

Professor Moyles also engages in community service through work with the Salvation Army, an organization he knows thoroughly, having published *The Blood and Fire in Canada: A History of the Salvation Army in the Dominion 1882-1976*, a bibliography of the world organization, and a history of the Edmonton corps.

His current research project is a long-term one: a five-volume key-word index to Canadian material in British and American journals (1800-1910).

Shirley Neuman, Chair of the Department of English, refers to Dr Moyles as "a dedicated

and effective teacher," and notes that one of his students nominated him for an Alberta-only teaching award, "the triple E—Effective, Excited and Excellent—award in teaching."

Rowland McMaster (English) says, "Professor Moyles is clearly a scholar of exceptional range and verve, internationally respected for his meticulous scholarship, a scholar who has contributed significantly to both national and local culture and history, and who is appreciated both by academics and general readers. Very few of us indeed could claim such distinction."

## University cutback

Continued from page 1

tration and discussing, along with other groups on campus, how to tackle the budgetary difficulties, NASA Business Manager Mike Tamtom said early this week.

He said NASA will proceed on the basis of the following five principles that emerged from the membership survey:

- no voluntary cutbacks without job security commitments from the University;
- any University reductions in staffing must be shared by all—administrators, academics, other staff and NASA members;
- NASA is willing to plan cooperatively in order to reach a consensus on University budgets;
- NASA will not accept opening of the collective agreements signed in good faith; and,
- NASA will continue to oppose privatization that has the effect of substituting private monopoly for public service and/or displacing NASA as the bargaining agent for affected employees.

Vice-President Harris said the University has had informal discussions with representatives of AAS:UA and NASA on how the institution will deal with the five per cent cut.

### HOLIDAY PUBLISHING SCHEDULE

*Folio* will be published 10 and 17 December, with the standard deadlines applying for each issue.

*Folio* will not be published 24 and 31 December; the first issue of 1994 will be published 14 January.



# MasterCard program continues to prove its worth

By Coleen Graham

More than 7,450 faculty, students and alumni have a University of Alberta Bank of Montreal MasterCard.

The MasterCard program, launched by the University's Alumni Association in 1988, has been a distinct success. Of those who have a card, 60 percent are regularly using it to make transactions. For the University this brings in \$50,000 to \$55,000 in revenue per year. As the number of people who use the card increases, that revenue increases.

Funds are used to support some of the important programs offered by the Alumni Association. According to Jim Beckett, an engineering graduate from the University and Vice-President (Programs), "this money is essential to maintain programs such as student scholarships and bursaries, employment workshops for alumni, class reunions, and newsletters which keep alumni in contact with the University. The MasterCard program is one of the important revenue generators that keep our programs operating."

When the program began, the Association believed it was yet another way to promote the identity of the University of Alberta and

allow faculty and graduates to show their pride in their alma mater. The card provides a unique identification as its design features one of many historical buildings on campus, the Dentistry/Pharmacy Building.

Keith Hollihan, a recent graduate and cardholder, used his card when travelling in southeast Asia, India and Japan. "It's a real conversation starter, people were curious where I got that type of credit card," says Hollihan, who taught English in Japan during his travels.

"My students wanted to see where I went to university in Canada, so I showed them the picture on the front of my University of Alberta MasterCard."

The Alumni Association is committed to getting the best deal for cardholders and it has found the Bank of Montreal willing to provide excellent terms. The U of A MasterCard has all the benefits of a regular MasterCard, such as no annual fee, free travel accident insurance, emergency cash, free emergency card replacement, and free spousal card.

In addition, it is easy for current Bank of Montreal MasterCard holders to transfer to a

U of A card. They are asked to provide the basic contact information on the application along with the current card number and signature so that the account can be transferred over to a U of A card. To keep things simple, the account number remains the same on the new card.

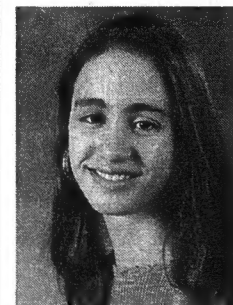
"The great thing about this card is that it allows alumni, staff and students to support the University without any cost," says Susan Peirce, Executive Director of the Alumni Association. "Every time you use the credit card, the Bank of Montreal shares a percentage of the purchase with the University of Alberta. The only unfortunate thing about this program is that our agreement restricts the Alumni Association's access to names of cardholders. We have no way of thanking them individually for their contribution, but we definitely appreciate the support."

This year, the program is celebrating the fifth anniversary of its inception and plans are under way to sign a new five-year agreement with the Bank of Montreal. The Alumni Association is confident that the program will continue to be a success.

## LAURELS

■ The American Welding Society has elected Barry Patchett to the 1994 Class of Fellows of the American Welding Society. His election is in recognition of his outstanding professional contributions to the industry and his many scholarly achievements. The Mining, Metallurgical and Petroleum Engineering professor will be inducted at the 1994 annual meeting, which will be held in April in Philadelphia.

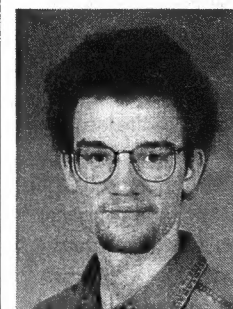
■ LC Green, University Professor Emeritus, has been installed as a Member of the Order of Canada. The citation read: "A scholar from the University of Alberta, he has distinguished himself in the field of international law. His advice is frequently sought and relied on by government, and his numerous works on legal issues related to war, armed conflict, terrorism or crimes against humanity, have influenced the formulation of Canadian policy in these areas."



Ginetta Salvalaggio

■ Ginetta Salvalaggio est lauréate pour 1993-94 d'une bourse nouvellement créée à l'initiative des étudiants, la Bourse Expo-Sciences-AUFSJ (Association des Universitaires de la Faculté Saint-Jean). Salvalaggio a fait ses études secondaires à

Edmonton, s'intéresse intensément aux sciences, tout particulièrement à la biologie, et compte entreprendre des études en médecine. Au travers des années, Salvalaggio et sa famille ont parcouru une bonne partie de l'Amérique du Nord, de l'Alaska au Mexique, et de l'Europe; et voyager est presque une passion, avoue-t-elle. Elle joue au piano et à la flûte en musicienne accomplie et équilibre ses activités intellectuelles et artistiques en faisant régulièrement de la natation, sport dans lequel elle excelle puisqu'elle a atteint le statut de maître-nageuse.



Kim Plamondon

■ Kim Plamondon est le lauréat de la Bourse Jean Patoine pour 1993-94. Originaire de Plamondon, où il a été élevé, Plamondon est un des descendants de Joe Plamondon, fondateur, en 1908, de cette communauté du Nord de l'Alberta. Plamondon se destine

à l'enseignement au secondaire et compte bien retourner dans sa région natale pour enseigner et, peut-être, ainsi rejoindre sa mère, elle-même diplômée de Saint-Jean en éducation. Plamondon adore le sport, en pratiquant aussi bien qu'en spectateur, et maintient la tradition musicale de sa famille puisqu'il est guitariste du petit ensemble qui regroupe les trois frères Plamondon, son père, sa mère, sa tante et une de ses grand-mères.

■ Frannie Blondheim, Public Information Coordinator, Museums and Collections Services, is the new president of the Alberta Museums Association. Blondheim has worked in the museum collections area at the University since 1983.

## 'Pardon me, I'm a little hard of hearing...'

Women's groups, researchers working to educate rural Albertans about hearing loss

By Michael Robb

Life on the farm isn't as quiet as we've been led to believe. In fact, a recent study in Illinois suggests 45 to 47 percent of farmers tested have experienced some degree of permanent hearing loss as a result of prolonged exposure to loud noise.

The fact is, whether they live in urban or rural areas, many people are exposed to potentially harmful sound levels, and risk permanent noise-induced hearing loss.

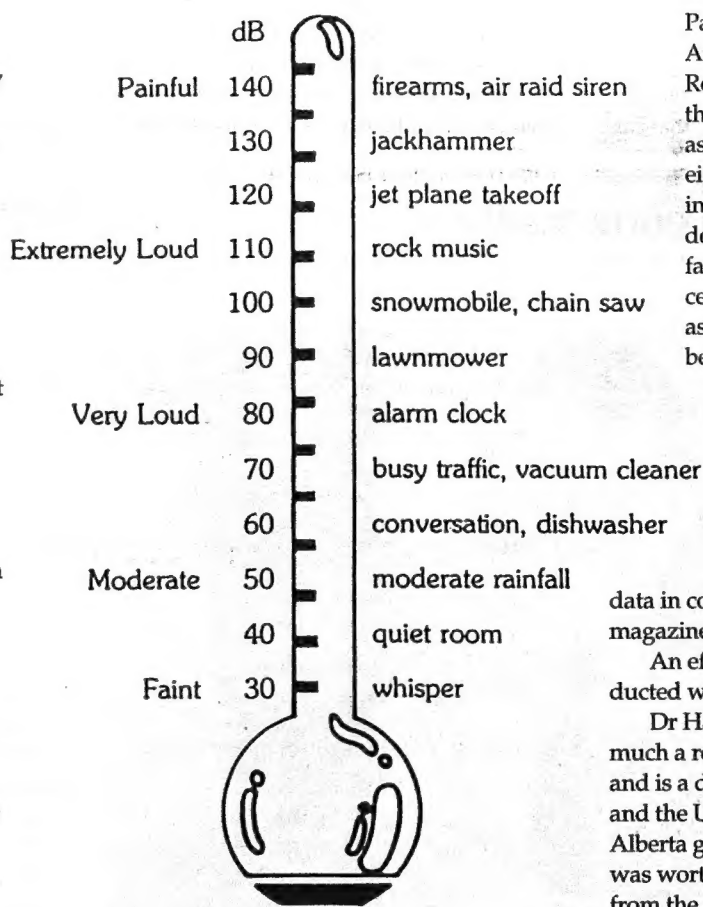
Now researchers in the Department of Speech Pathology and Audiology are working with rural women's groups to educate rural Albertans about the hazards of prolonged exposure to loud noise.

"We realized that nothing had been done about the problem, and that significant numbers of people were still acquiring hearing losses even though its causes have been known for years and preventive measures developed," says Susan Haske, a professor in the Department of Speech Pathology and Audiology, who is heading up the joint project.

The objective of the project is to make rural Albertans aware of the strategies to reduce the risk of incurring noise-induced hearing loss.

"What our project is doing is bringing the strategies that have been used in industry for decades to members of the public who aren't aware of them," she explains, noting that occupational health and safety officials don't investigate conditions on farms.

Dr Haske and the audiology group have developed a kit, which includes an instruction sheet, an information booklet and a sound level metre to measure sound. The kits, which will likely cost about \$50, will be distributed to three groups: Women of Unifarm, Alberta Women's Institutes and Alberta Women in Support of Agriculture.



The noise "thermometer" gives an idea of average decibel levels for everyday sounds.

Each of these groups' delegates will circulate in their communities and seek sponsors to buy the kits. That will happen between now and May; the kits will then be sent to local home economists and district agriculturalists where they can be picked up.

"We'll train their delegates in public information on noise-induced hearing loss," explains Dr Haske, adding that the Women of Unifarm have taken the kit on as their 1994 project.

In June 1993, a partnership was formed between the women's groups and Dr Haske,

Paul Hagler (Speech Pathology and Audiology) and the National Rural Resource Project. In July, students in the department conducted a needs assessment in rural Alberta, visiting eight summer fairs around the province. As well as interviewing rural residents, the students interviewed six farm families. They found that 86 percent of those who identified themselves as farmers or ranchers felt they would benefit from information on noise-induced hearing loss.

"We'll get pre- and post-test results on the level of awareness and individual behaviour in relation to noise, before they got the kit and after they got the kit," she explains. "We'll be publishing that data in consumer magazines and professional magazines."

An effectiveness evaluation will be conducted with delegates in May 1994.

Dr Haske points out that the project is very much a response to rural Albertans' concerns and is a direct link between the community and the University. "We had to convince rural Alberta groups that what we were going to do was worth their time, because it's volunteers from the community who are doing the research project."

"This is an appropriate step for us to take to bridge the gap between scientific knowledge of how to prevent noise-induced hearing loss and the implementation of these strategies within the public. This is about changing people's attitudes."

Dr Haske says that her review of the strategies used to combat smoking and encourage seat belt use indicates that the very young have to be educated.

Ultimately, the objective is to have a whole generation of people who are aware of the hazards of loud noise and the measures necessary to prevent noise-induced hearing loss.

If successful, it's possible the project could be implemented nationally, she says.



# Influx of teaching resources more important than gathering student satisfaction ratings

By Jim Creechan, Assistant Professor of Sociology

For a number of years, the Sociology Department has conducted teaching evaluations. All of my undergraduate courses are evaluated each year, and this information is used by an advisory committee to judge my teaching performance. Their recommendations are used during the faculty salaries and promotions hearings.

The Sociology Department conducted a comprehensive review of teaching evaluations before implementing the current policy. We concluded that student ratings of teaching may be used as measures of student satisfaction under very limited conditions. First, we discovered that only some types of questions measure student satisfaction. Many commonly used indicators should not be the basis of comparison across courses. Second, we concluded that there must be reasonable baseline criteria before making interpretations. For example, required

courses are different than optional courses and large courses are different than small courses. Instructor scores can only be judged against appropriate baseline comparisons. Third, we concluded that the administration of student rating forms must be uniform, and conducted by impartial third parties. Research clearly shows that conditions can be manipulated to produce higher scores; for instance, when students are required to make written comments about the course before they fill out multiple-choice forms, then the average satisfaction scores are greatly inflated.

Based on our 13-year experience with student satisfaction ratings, I am not opposed to using student satisfaction ratings. However, I am concerned that the General Faculties Council decision will unleash a form of student satisfaction rating which is inadequate, misleading and contrary to our man-

date to provide a quality education. I have three reasons to make this claim.

First, there was no thought given to administering student evaluations in uniform and standard ways by impartial third parties. Scores are not interpretable without this

**"The basic requirement that all student ratings be administered in uniform and standard ways in all courses across campus will not be met, and GFC will only have created an ad hoc process that is superficial and meaningless."**

standard administration. Who will administer student satisfaction ratings? What guarantees will be provided that the scores in one course can be compared to scores in other courses, or that the average scores in one department can be compared to other departments?

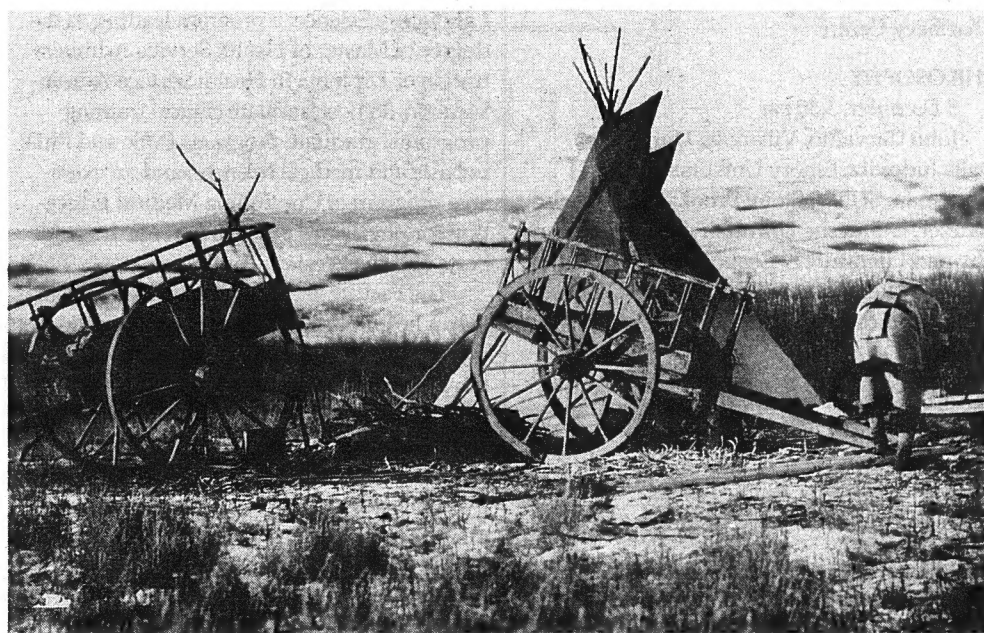
Second, who will pay for the administration of these evaluations? The student ratings must be administered using a standard, and somebody must be trained to do this administration and to further provide baseline comparison data. Using a 10,000 enrollment base, I can estimate annual costs of administering such student instruments within Sociology. It requires three hours of training, twelve hours to prepare forms in packages, fifty hours of administration in classes, and twenty hours to analyze, separate and disseminate results. Total cost of labor is \$1,100. Printing specialized student sheets costs Sociology a further \$1,000. It costs \$1,250 to read our forms through an optical scanner. Printing, storing and maintaining records for any one year involves a further cost of about \$100. The total for our department is close to \$3,500. The cost of disseminating this information on a

University-wide basis is a further cost that some other unit of the University must absorb.

This may seem like a small amount of money, but when we judge it against budget sheet bottom-lines it is a significant amount. Our department expects to lose as much as \$600,000 in base funding over the next three years. Expectations that our department should underwrite the cost of administration will only penalize the students in our classes. The loss of \$600,000 already strains our ability to deliver quality education, and the addition of further expenses is unrealistic. Importantly, if each department is expected to conduct the evaluations, then there is no means of making comparisons across courses or departments. The basic requirement that all student ratings be administered in uniform and standard ways in all courses across campus will not be met, and GFC will only have created an ad hoc process that is superficial and meaningless.

Third, as an instructor of large classes, I am angered by GFC's willingness to initiate a questionable process without also providing the minimum basic resources to teach our classes. Investing in and improving teaching materials and resources will do more to guarantee a quality education to students than will any poorly planned student satisfaction instrument. I am willing to try new things to make my classes more interesting, but these would require a commitment of resources to teaching. The classrooms in Tory are dirty, they have inadequate and outdated audio-visual materials, they often have no chalk, they have microphones that don't work, and they are noisy, uncomfortable and overcrowded. If I am to be judged on my ability to teach, then please provide the resources and tools to make this possible. It would do far more to make me a better teacher than will the annual collection of noninterpretable student satisfaction scores.

## Archives reaches the quarter-century mark



Tipi and Red River carts, Qu'Appelle Valley, near present-day Lumsden, Saskatchewan. 1890. Archives, University of Alberta.

In recognition of the historic role it has played as the first university in the province and the importance of historical records to the University of Alberta, a University Archivist was first appointed in 1968. A year later, a Board of Governors' policy established the Archives.

During the next 25 years Archives has preserved more than 2,700 linear metres of textual records and some 200,000 photographs, as well as sound recordings, videotapes, and cinefilms, microforms, architectural drawings and maps.

Documentation ranges from 16th century land documents to the most recent records of the President's Office. From the records of the University to the records of William Pearce, senior federal civil servant in western Canada at the turn of the century, to the audiotapes of Premier Ernest Manning and the records of the *New Canadian Encyclopedia*, the holdings of the Archives are essential to the understanding of the collective heritage of the University and much of Canada.

The holdings grow by approximately 150 metres a year but Chief Archivist Bryan Corbett isn't overly concerned because he estimates that Archives' space in the soon-to-be-opened Eastpoint facility allows for 50 years' growth.

In addition to the preservation and research use of the permanently valuable multimedia records of the University and the records that have been donated to the University in aid of its teaching and research functions, Archives is responsible for developing a records management program to ensure the orderly transfer of permanently valuable records to the Archives for preservation. So it is that Archives provides advice and assistance to Faculties and departments on various records management concerns, including filing and indexing systems, filing equipment, microfilming, records retention and disposal procedures, disaster preparedness, and records management training.

### Open House

In conjunction with its 25th year of operation and the provincial government's proclaiming of 5 to 11 December as Archives Week, the University of Alberta Archives will host an Open House, Friday, 10 December, from 1:30 to 4 pm in 1-19 Rutherford South.

Members of the University community are invited to attend the afternoon of celebration, which includes displays, tours, refreshments, door prizes and good company.

## Registrar's Office recommends exam etiquette

By Sandra Halme

With final exams just around the corner, the Registrar's Office is urging professors to observe some simple exam etiquette, particularly in large venues where several exams are being taken concurrently.

In an effort to reduce the number of complaints from instructors and students this year, some exam etiquette tips are offered:

1) Keep disruptions to a minimum. When giving an exam that has more than one part, distribute all parts of the exam at the beginning. It is extremely disruptive for students when others must leave their seats to return one part of an exam and pick up another (in one instance, students left their seats five times). Also, there may serious congestion problems as a result of more than several students arriving at the examiner's table at once; students may talk to one another when in a line-up, another interruption of the concentration of others.

2) Carefully proofread or consider having an outsider take the exam before giving it to students. This could eliminate lengthy interruptions during the exam period. If there is an error or if a question is open to misinterpreta-

tion, students want it clarified. This is often done en masse through the public address system and it affects concentration. If a question must be clarified or an error corrected, the least disruptive way to inform students is to write the response on a piece of paper and show it to each student at their desk.

3) Ask students to leave the exam venue when they hand in their completed exams. Students do not finish exams at the same time and often those who finish before others congregate in the venue to discuss the exam with the examiner or fellow students or to wait for a friend.

Exam time is a stressful, intense experience for students and instructors alike. Examiners should try to keep the atmosphere as calm as possible with the least number of disruptions. Please be considerate of your fellow professors and students by observing simple exam etiquette. Everyone benefits from common courtesy.

If you have an exam etiquette hint to share, please contact Folio or fax your suggestion to the editor, 2997.





Peter Nathanielsz

## Lecturer will tell of 'life before birth'

The second public lecture in the Perinatal Research Centre's fall series will be presented by the director of the Laboratory for Pregnancy and Newborn Research at Cornell University.

Peter Nathanielsz' lecture, "Life Before Birth and a Time to be Born," will focus on how critical prenatal development is to the future life of the individual. He will address questions such as, 'How does maternal life-style affect the fetus?' and 'What signals the onset of labor?'

Dr Nathanielsz will speak 7 December at 7:30 pm in Bernard Snell Hall, Mackenzie Health Sciences Centre.

The research group in the Laboratory for Pregnancy and Newborn Research is interested in the fetal signals sent to the mother to start the birth process. In 1991, the Nathanielsz-led group showed for the first time that it is the baby's brain that delivers the signal to start the birth process.

Dr Nathanielsz says the impetus for his book, *Life Before Birth and a Time to be Born*, was Stephen Hawking's *A Brief History of Time*. "It seemed to me that if Hawking could write a best seller about our cosmic origins, someone should write one about our own personal origins; not just what the baby looks like before birth, but the clever things she or he is doing."

## MATERIALS MANAGEMENT SCHEDULES COMPUTER SHUTDOWN

At 4 pm Wednesday, 22 December, the Materials Management Department's computer system will be closed for upgrading. Service will be limited to emergency requirements as the department will be on a manual system. The department hopes to return to full operation in the first week in January and apologizes for any inconvenience that the closure may cause.

Materials Management also advises that Thursday, 16 December, is the date for the last automated cheque run by Accounts Payable before the Christmas break. The deadline for Materials Management to submit invoices to Accounts Payable for payment is Friday, 10 December, at 4 pm. All invoices must be submitted to Materials Management before this date. The first Accounts Payable cheque of the new year will be run 7 January.

# TALKS

## ALBERTA HERITAGE FOUNDATION FOR MEDICAL RESEARCH

3 December, 3:30 pm

Norbert Perrimon, Department of Genetics, Harvard Medical School/Howard Hughes Medical Institute, Boston, "Signal Transduction in Drosophila Embryonic Pattern Formation." Presented by Genetics. G-116 Biological Sciences Centre.

## ANIMAL SCIENCE

7 December, 1 pm

Jeanna Wilson, associate professor, Department of Poultry Science, University of Georgia, "Factors Affecting Male Fertility in Meat-Type Chickens." 318J Agriculture-Forestry Centre.

9 December, 2 pm

Brad Stelfox, Wildlife Ecology Branch Head, Alberta Environmental Centre, Vegreville, "Forest Eco-System Management in Alberta: A New Paradigm." 318J Agriculture-Forestry Centre.

## CANADIAN INSTITUTE OF UKRAINIAN STUDIES

7 December, 7:30 pm

Mykola Riabchuk, literary critic, poet and publicist, Kyiv, Ukraine, "Ukraine on the Eve of Parliamentary Elections" (in Ukrainian). Heritage Lounge, Athabasca Hall.

## COMPARATIVE LITERATURE AND FILM STUDIES

6 December, 3:30 pm

Lecture Series: Literary and Film Studies: Theoretical and Methodological Intersections. Susan Ingram, "The Russians Wore Grey: Formalizing a Cult Classic." 326 Arts Building.

## ENGLISH

7 December, 12:30 pm

Research Seminars in Early Women. Robin Healey, "Women and Tea in America at the Time of the Revolution." 320 Arts Building.

8 December, 4 pm

University Public Forum. Chair: Myer Horowitz. Bauni Mackay, president, Alberta Teachers' Association, and Harvey Zingle, "In Defence of Public Education." L-3 Humanities Centre.

## FOREST SCIENCE

8 December, noon

Bryan Lee, Natural Resources Canada, Forestry Canada, "Fire Research at the Northern Forestry Centre." 821 General Services Building.

## GENETICS

10 December, 3:30 pm

James Stone, "Genetics of Ras." G-116 Biological Sciences Centre.

## GEOGRAPHY

3 December, 3 pm

Dale Leckie, Geological Survey of Canada, "Gravel Braided Rivers and Coastlines of the Canterbury Plains, New Zealand—A Basin Dominated by Extremes." 3-36 Tory Building.

## PERINATAL RESEARCH CENTRE

7 December, noon

Peter Nathanielsz, director, Laboratory for Pregnancy and Newborn Research, Cornell

University, College of Veterinary Medicine, Ithaca, New York, "The Control of Birth: Importance of Myometrial Activation." 2J4.02 Mackenzie Health Sciences Centre.

## PETER JACYK CENTRE FOR UKRAINIAN HISTORICAL RESEARCH

9 December, 3:30 pm

John-Paul Himka, "Andrei Sheptytsky: His Early Years in Episcopal Office." 352 Athabasca Hall.

## PHARMACY AND PHARMACEUTICAL SCIENCES

6 December, 3 pm

Studies of Technetium (V) Complexes as Relevant to Nuclear Medicine. B Johannsen, director, Institute of Bioinorganic and Radiopharmaceutical Chemistry, Rossendorf Research Centre, Dresden, Germany, "The Chemistry of Tc/Thiol-amide Ligand Systems." H Spies, senior scientist, Rossendorf Research Centre, "Sunct Funtionalized' Mixed-Ligand Complexes." 3123 Dentistry-Pharmacy Centre.

## PHILOSOPHY

3 December, 3:30 pm

John Carvalho, Villanova University; Dalia Judovitz, Emory University; Hugh J Silverman, SUNY, Stony Brook; and Wilhelm Wurzer, Duquesne University, "Why Philosophy and Literature?" Cosponsors: Arts, Comparative Literature and Film Studies, English and Romance Languages. L-2 Humanities Centre.

## PLANT SCIENCE

7 December, 12:30 pm

Oliver Kiplagat, "Is Vigour a Useful Parameter in Seed Quality Testing?" 1-30 Agriculture-Forestry Centre.

## ENVIRONMENTAL RISK MANAGEMENT SEMINAR SERIES

10 December, 3 pm

Colin G Rousseaux, Global Tox International Consultants Inc, "Toxic or Non-Toxic? A Question of Balance of Real and Perceived Risks." 2F1.04 Mackenzie Health Sciences Centre.

## RURAL ECONOMY

6 December, 3:15 pm

Johanna Pluske, "Finding Farmers' Values of Information Using the Contingent Valuation Method." 519 General Services Building.

## SLAVIC AND EAST EUROPEAN STUDIES

8 December, 3 pm

Mykola Riabchuk, literary critic, poet and publicist, Kyiv, Ukraine, "Ukrainian Culture and the Problems of De-colonization" (in English). Cosponsor: Canadian Institute of Ukrainian Studies. 436 Arts Building.

## SOIL SCIENCE

9 December, 12:30 pm

Don Watson, "Effects of Fly Ash on Select Soil Physical Properties." 2-36 Earth Sciences Building.

This symbol denotes environmentally related seminars/events. If you wish to have an environmentally related event listed under this section, please contact: The Environmental Research and Studies Centre, 492-6659.

# POSITIONS

The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

## ACADEMIC STAFF

### DEAN, FACULTY OF MEDICINE

Applications and nominations are invited for the position of Dean of Medicine. The Faculty of Medicine is one of the largest in Canada and, with the support of the Alberta Heritage Foundation for Medical Research, has established a strong international reputation in research. The following programs are offered: a four-year program leading to the degree of Doctor of Medicine; an additional program in which students in the MD program may receive the degree of Doctor of Medicine with Honors in Research; an MD/PhD program; a four-year program leading to the degree of Bachelor of Science in Medical Laboratory Science; a program leading to the degree of Master of Health Service Administration or Diploma in Health Service Administration; 38 postgraduate clinical training programs; graduate programs (MSc and PhD) in basic and medical sciences; and an extensive program of Continuing Medical Education for physicians practising in northern Alberta and the Western Arctic.

The Faculty is affiliated with three major urban hospital groups as well as numerous community hospitals and agencies for the purpose of clinical teaching and research. In addition to excellent clinical teachers and related resources, the Faculty of Medicine houses strong basic science departments and researchers who have successfully garnered more than \$43 million annually in external funding for the Faculty.

The Dean is responsible to the Vice-President (Academic) for the administration and supervision of the academic program, budget and all activities of the Faculty. As a full member of the Edmonton Region Health Facilities Planning Council, the Dean has an active role in the organization of all components of the health care delivery system in Alberta. He or she must have the ability to create a vision and to lead the Faculty in bringing that vision into being. The Dean should have previous administrative/managerial experience, proven leadership ability, a strong academic background, and a commitment to innovation in academic medicine and the promotion of excellence in teaching, research, and health care delivery to Albertans.

The appointment will take effect 1 July 1994 or at a mutually-agreeable date. Written nominations or applications, accompanied in the latter case by a résumé of qualifications and experience, should be submitted by 28 February 1994 to: Dr W John McDonald, Vice-President (Academic), Third Floor, University Hall, University of Alberta, Edmonton, Alberta, Canada T6G 2J9.

## SUPPORT STAFF

To obtain information on support staff positions, please contact Personnel Services and Staff Relations, 2-40 Assiniboia Hall, telephone 492-5201. You can also call the Job Information Line at 492-7205 (24 hours) or consult the weekly Employment Opportunities Bulletin.



## ACCOMMODATIONS AVAILABLE

**VICTORIA PROPERTIES** - Experienced, knowledgeable realtor with Edmonton references will answer all queries, and send information. No cost or obligation. Call (604) 595-3200, Lois Dutton, Re/Max, Ports West, Victoria, BC.

**MICHENER PARK** - Two bedroom rowhouses and apartments for rent in University residence located in southwest Edmonton. Excellent bus service to University, utilities included. University enquiries welcome, 492-7044.

**RENT** - Blue Quill executive bungalow in quiet crescent near Derrick Golf Course and ravines. Finished basement adds two more bedrooms. \$1,250 month. Available immediately. Western Relocation Services, 434-4629.

**RENT** - Spectacular, Strathearn Drive. Two storey, furnished, two bedroom and loft (upstairs). City view. Totally renovated. \$1,175/month. 1 December - July 1994. Western Relocation, 434-4629.

**SALE** - Bears paw, 1,950 square feet, split, three bedrooms, one down. Close to schools, cross-country trails, 15 minutes to University. \$149,000. 434-7607.

**SALE** - 1,400 square foot Riverbend condo. One bedroom plus den, two full baths. Gorgeous indoor pool. Heated underground parking, direct bus to University. \$119,900. David Crawford, Spencer Real Estate, 460-9222.

**SHARE** - Mature, nonsmoking female roommate wanted to share well-kept Belgravia home with congenial female graduate student. \$375/month. 437-3399.

**RENT** - Glenora, modern, one bedroom suite in hillside bungalow/ravine. Fully furnished, utilities included. Private entrance. Responsible adults only, no pets. \$500/month, \$200 damage deposit. Available 1 January. 452-1447.

**RENT** - Bright, newly renovated basement suite. Cable, parking, utilities, laundry and kitchen facilities. Quiet neighbourhood. Walk to campus. \$450 single, \$500 double. Available January. 437-6298.

**RENT** - Oliver, luxurious condominium with spectacular river valley view. One bedroom, dining/den, sunroom, underground parking. No pets. Available 1 December. \$1,075 plus utilities. 454-2125.

**RENT** - Luxury apartment. Large, 1,050', 9th floor, one bedroom. Six appliances, air-conditioned. Heated underground parking. One block to campus. Available now. \$690/month. Jack Bawden, Royal LePage Realty, 437-7480.

**SALE** - Two University area condos now available. Great location, immaculate condition. One or two bedrooms, many extra features and amenities. Very well priced. Call Jack Bawden, Royal LePage, 437-7480.

**RENT** - Blue Quill, furnished house. February-March 1994. \$750. 492-6703.

**RENT** - Bright, newly renovated basement suite. Four appliances and partially furnished. Two blocks from University. Quiet, non-smoker. Available immediately. \$425. 433-4510.

**SALE** - Horizon Village condo. View lot, luxury unit. Double garage, appliances, blinds. Southside. Price reduced. 434-4822.

**RENT** - Windsor Park, three bedroom bungalow plus finished three bedroom in-law suite, single garage. Nonsmokers, no dogs. \$1,300 plus utilities. 438-3441.

**RENT** - Garneau Place condo, one block from campus. One bedroom, five appliances including ensuite laundry. Underground parking, no pets, nonsmokers. Doug, 439-9803.

## GOODS FOR SALE

**CASH PAID FOR APPLIANCES** - 432-0272.

**POTTERY BY AKIKO KOHANA** - Sunday, 5 December, 11am - 4:30pm, 12512 66 Avenue.

## SERVICES

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## EVENTS

### EXHIBITIONS

#### BRUCE PEEL SPECIAL COLLECTIONS LIBRARY

*Until 15 January*  
"The Songs I Had: Poetry and Prose of the Great War"—commemorating the 75th anniversary of the end of World War I. B7 Rutherford South.

#### EXTENSION CENTRE GALLERY

*Until 17 December*  
"Northern Exposure—Artistic Visions of Boreal Wilderness"—an exhibition of works by artists in support of the environment. Gallery hours: Monday to Thursday, 8:30 am to 8 pm; Friday, 8:30 am to 4:30 pm; Saturday, 9 am to noon. Information: 492-3034. 2-54 Extension Centre.

#### FAB GALLERY

*Until 30 December*  
"Passage to Origins I: Joane Cardinal-Schubert"—this show will attempt to develop retrospective contexts for current as well as seminal work of the past decade produced by First Nations artists. Gallery hours: Tuesday to Friday, 10 am to 5 pm; Sunday, 2 to 5 pm; Saturday, Monday, statutory holidays, closed. 1-1 Fine Arts Building.

#### McMULLEN GALLERY

*Until 31 December*  
"Leading By Example"—an exhibition of work by instructors in the Craft Division of the Alberta College of Art, Calgary. Monday to Friday, 10 am to 4 pm; Saturday and Sunday, 1 to 4 pm, evenings subject to availability of volunteers. Information: 492-8428 or 492-4211. Mackenzie Health Sciences Centre.

### FILMS

#### GERMANIC LANGUAGES

*14 December, 7:15 pm*  
"Marlene" (1983), an authentic portrayal of Marlene Dietrich, in black and white, German with English subtitles. 141 Arts Building.

### MUSIC

#### DEPARTMENT OF MUSIC

*3 December, 4 pm*  
The University of Alberta Lab Choir.  
László Nemes and Joy-Anne Murphy, conductors.

*5 December, 3 pm*  
The University of Alberta Concert Band  
Concert—William H Street, director. Admission.

*6 December, 8 pm*  
Stage Band I and II Concert—Neil Corlett and Alan Gilliland, directors. Admission.

*7 December, 8 pm*  
Student Composer Recital.  
*8 December, 5 pm*

Festival of Lessons and Carols for Advent and Christmas—featuring the U of A Mixed Chorus and various readers from the University community. Cosponsor: Chaplains' Association.

*10 and 11 December, 8 pm*  
The University Symphony Orchestra,  
University of Alberta Concert Choir, University of Alberta Madrigal Singers Concert—Debra Cairns Ollikkala, director. Admission.

*12 December, 8 pm*  
Stage Band I and II Concert—Neil Corlett and Alan Gilliland, directors. John L Haar Theatre, Grant MacEwan Community College. Admission.

All events take place in Convocation Hall. When admission is noted, the cost is: \$5/adults, \$3/students and seniors.

### SPORTS

#### HOCKEY

*3 December, 7:30 pm*  
Bears vs University of Calgary. Clare Drake Arena.

#### VOLLEYBALL

*3 to 5 December*  
Bears North Am Tournament. Main Gym.

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## DREAMS DURING BEREAVEMENT

If you are between 21 and 55 years old and someone in your immediate family has died during the past year, you may be eligible to participate in a study of dreams and bereavement that is being conducted in the Department of Psychology. If you are interested in learning more about this study, please contact Chris Dorn (492-5271).

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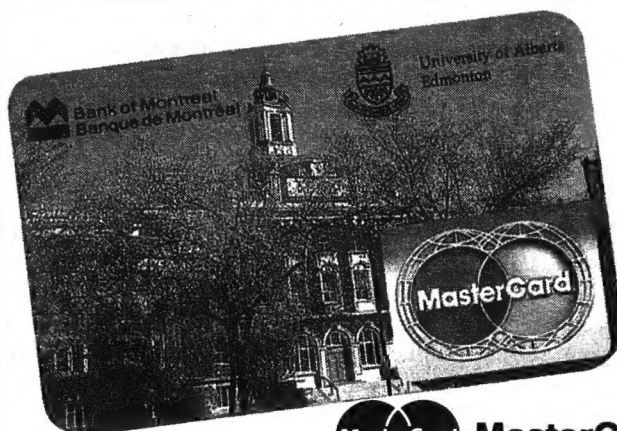
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## FRENCH CLASSES

### Evening classes

Mon. + Wed. 6:30 - 8:30 p.m.  
January 12 - March 28, 1994  
\$140.00 (40 h.) • All levels

### Saturday morning

10:30 a.m. - 1:30 p.m.  
January 15 - March 26, 1994  
\$120.00 (36 h.) • All levels

### Littérature française

10 mardis • 29h - 21h • \$100.00  
18 janvier - 22 mars 1994  
5 étudiants maximum • Advanced

### Civilisation française

12 samedis • 18h - 19h30 • \$120.00  
13 janvier - 13 avril 1994

### Drop-in conversation

Thursdays from 19:00 p.m.

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Mr. <input type="checkbox"/> Miss <input type="checkbox"/> Dr. <input type="checkbox"/>		First name		Initials		Last name		Social insurance number	
Mrs. <input type="checkbox"/> Ms. <input type="checkbox"/>		Date of birth		No of dependents excluding spouse		Area code		Home telephone	
Present address		Province		Postal code		Area code		Business telephone	
Time at this address		years		months		Apt. number		City	
Previous address if at present address less than 2 years.		Apt. no		City		Specify		Monthly rent / mortgage	
I already hold a Bank of Montreal MasterCard card and		<input type="checkbox"/> I will keep my current MasterCard card if I am eligible for the additional credit. Please complete the information below.		<input type="checkbox"/> I wish to close my current account and transfer the balance to the new account if issued.		Bank of Montreal MasterCard card number		Application must be signed and dated below.	
Name of present employer		Time with this employer		years		months		Gross monthly salary	
Present employer's address		Suite		City		\$		\$	
Province		Postal code		Present occupation		Self-employed		No <input type="checkbox"/> Yes <input type="checkbox"/>	
Previous employer if with present employer less than 2 years		No of years		Previous occupation		No <input type="checkbox"/> Yes <input type="checkbox"/>		Previous occupation	
If an additional card is requested for the Co-applicant, complete this section.		Co-applicant's first name		Initials		Last name		Gross monthly salary	
Name of Co-applicant's employer		No of years		Occupation		\$		Postal code	
Employer's address		Suite		City		Province		Postal code	
Name of bank / financial institution		Address		City		Loan account <input type="checkbox"/>		Chequing account <input type="checkbox"/>	
Home mortgaged by		Current mortgage amount		Mortgage renewal		\$		Mortgage renewal	
Name of creditor		Monthly payment		Name of creditor		Monthly payment		\$	
Loan		\$		Credit card		\$		\$	
Loan		\$		Credit card		\$		\$	

I (the Applicant) certify the information furnished in this application is true and correct and request that you (Bank of Montreal) establish a Bank of Montreal MasterCard Account in my name (the "MasterCard Account"). Please issue me a Bank of Montreal MasterCard affinity card (the "Card") and send me renewals, substitutes, or replacements issued from time to time at your discretion. I request a Personal Identification Number (PIN) in order to allow me to use the Card in automated banking machines accessible with the Card from time to time. I request the services available to holders of the Card which may be issued to me and understand that such services may vary or be terminated from time to time and that some services or benefits may only be available to me if I enter into separate agreements or obtain separate authorizations. I acknowledge that some services or benefits, are supplied by firms independent of you and that you are not responsible or liable for anything in connection with those services or benefits. BY SIGNING BELOW I ACCEPT AS NOTICE IN WRITING OF AND CONSENT TO YOU OBTAINING OR EXCHANGING ANY INFORMATION ABOUT ME AT ANY TIME FROM ANY CREDIT BUREAU, MY EMPLOYER OR OTHER PERSON IN CONNECTION WITH ANY RELATIONSHIPS BETWEEN US OR THOSE WHICH YOU OR I MAY WISH TO ESTABLISH. If you issue me a Card I agree to abide by the Cardholder Agreement, as amended or replaced by you from time to time, which you send relating to that Card, and I agree that use of any Card applied for will show I received the Cardholder Agreement. I will be responsible for all use of and any fees for or other charges to the MasterCard Account. Where a Co-applicant signs this application with me, we acknowledge that the terms of this application and all consents given in it, bind both of us and shall apply with whatever changes of grammar are necessary throughout this application. We also agree to be jointly and severally liable for all amounts charged to the MasterCard Account, and we authorize, through use of such Cards, deposits to and withdrawals from any Bank of Montreal Account designated by either of us. APPLICABLE IN PROVINCE OF QUEBEC ONLY: It is the express wish of the parties that this agreement and any related documents be drawn up and executed in English. Il est la volonté expresse des parties que cette convention et tous les documents s'y rattachant soient rédigés et signés en anglais.

Signature of Applicant Date Signature of Co-applicant if additional card required Date